

# POP & PARS

## What is it?

### POP

The Process Optimization Program (POP): Non-ratings-based awards was created to streamline processes and create a more refined experience for OHR's employees, customers, and partners.

### PARS

The Performance Awards Reporting System (PARS) enables PMAP IC Liaisons with the ability to capture, certify, and submit PMAP ratings and awards securely and efficiently to the Office of Human Resources (OHR).



## What is the difference?

POP is used for submitting **non-ratings-based awards** to OHR:

- ✓ Special Act or Service
- ✓ Time-Off
- ✓ On-the-Spot
- ✓ Suggestion
- ✓ Employee Referral
- ✓ Federal Technology Transfer Act
- ✓ Invention

PARS is used for submitting ratings and **performance-based** awards information to OHR:

- ✓ Cash
- ✓ Time-Off
- ✓ QSI (documentation to be sent separately to CSD)



## When do ICs use which system?

Throughout the year- usually mid-calendar year.

Annually at the beginning of the calendar year.



## Who to contact?

POP@nih.gov

PARSatOHR@nih.gov

